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PATENT ABSTRACTS OF JAPAN

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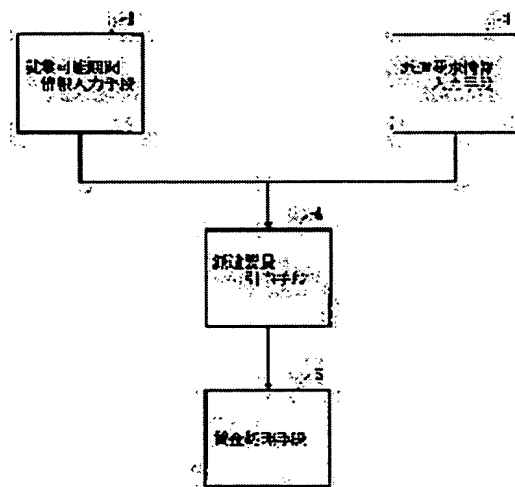
(54) TEMPORARY EMPLOYMENT MANAGEMENT SYSTEM

(57)Abstract:

PROBLEM TO BE SOLVED: To respect the personal convenience of a temporary employment personnel required, to improve the quality of a personnel required for a company and to make the office work of a temporary employment job efficient by retrieving the workable term information of each personnel required which is preliminarily inputted based on temporary employment information.

SOLUTION: A workable term information inputting means 1 inputs workable term information of each personnel required, and a temporary employment request information inputting means 3 inputs temporary

employment request information that includes at least the work term of each personnel required. A temporary employment personnel required drawing means 4 retrieves the workable term information of each personnel required which is preliminarily inputted by the means 1 and draws a corresponding personnel required. A wage processing means 5 calculates a wage to a personnel required who is drawn by the means 4 based on the information of a work term that is inputted by the means 3. These processing are realized by a computer program that is carried out on a



computer which is used for general purposes such as a personal computer, a workstation and a general purpose computer.

CLAIMS

[Claim(s)]

[Claim 1] The temporary staffing managerial system characterized by providing the following A period information input means for which work can be started to input the period information for which each staff can start work A dispatch demand information input means to input the dispatch demand information which contains the necessary personnel's employment period at least A dispatch staff mortgage means to draw the necessary personnel who searches each necessary personnel's period information for which work can be started that it was beforehand inputted with the period information input means for which work can be started, and corresponds using the above-mentioned dispatch demand information A wages processing means to perform the wages to the necessary personnel who drew with the above-mentioned dispatch staff mortgage means based on the information on an employment period that it was inputted with the above-mentioned dispatch demand information input means

[Claim 2] Using a period information input means for which work can be started to input the period information for which each necessary personnel can start work for a computer, a dispatch demand information input means to input the dispatch demand information which contains the necessary personnel's employment period at least, and the above-mentioned dispatch demand information A dispatch staff mortgage means to draw the necessary personnel who searches each necessary personnel's period information for which work can be started that it was beforehand inputted with the period information input means for which work can be started, and corresponds, The record medium which is characterized by recording the program for considering as a wages processing means to perform the wages to the necessary personnel who drew with the above-mentioned dispatch staff mortgage means based on the information on an employment period that it was inputted with the above-mentioned dispatch

demand information input means, and making it function and in which computer reading is possible.

DETAILED DESCRIPTION

[Detailed Description of the Invention]

[0001]

[The technical field to which invention belongs] In order to tie up SHIZU of people who want to utilize effectively their capacity, qualification, and special ability at convenience [one's / time], the temporary help business which pools and dispatches the talented people registered into beforehand other than a public employment agency exists. [an employer with the needs which secure talented people with specific qualification and specific knowledge, the talented people suitable for period-requirements or the talented people who are temporarily needed in large quantities, etc., and] Moreover, there is also a company which offers the technology and capacity of a field which are made elated [its company] by dispatching personnel. this invention relates to the temporary staffing managerial system applied to such talented people's dispatch business.

[0002]

[Description of the Prior Art] When the business of temporary staffing pools the talented people who can be dispatched and the request of dispatch occurred conventionally, the necessary personnel near the conditions of a dispatch place is introduced out of the above-mentioned dispatch staff, and it was made for detailed conditions to make a grinding bubble **** dispatch contract individually. Moreover, as for sales processing with the dispatch place corresponding to the employment actual result, and payment processing of the wages to a dispatch staff, what the on-site person in charge of a dispatch place checked, and sealed usually serves as an original slip in the time card in which the dispatch staff wrote down the service actual result at the dispatch place.

[0003]

[Problem(s) to be Solved by the Invention] However, it was also difficult for the necessary personnel who cannot meet finely the demand on the certain disposition of

manning of a dispatch place about the necessary personnel's allocation, namely, improvement of precision to the demand about the necessary personnel's skill is desired, and wishes to dispatch to check a dispatch place timely, and to decide a self schedule.

[0004] Moreover, unless a dispatch staff brings the time card which obtained the check of the above-mentioned dispatch place, and sealing, it is impossible, and it becomes also for the input of a time card concentrating to one time, and the input of a dispatch staff's service actual result is easy for an input mistake to generate about the wages processing of claim processing, payment of a salary, etc. performed based on an actual result.

[0005] Respect of convenience of the above dispatch staffs' individual, improvement in the quality of manning of a company, and the office increase in efficiency of dispatch business are technical problems, and the solution was searched for. this invention aims at offering a means to realize the increase in efficiency of sales processing and wages processing to timely dispatch place reservation and dispatch business reflecting an individual schedule to reservation of skill required for the company which asks for a right man, and the necessary personnel dispatched in view of such a point.

[0006]

[Means for Solving the Problem] The above-mentioned technical problem is solved by the temporary staffing managerial system constituted as following.

[0007] Drawing 1 is the block diagram of this invention. In drawing, a period information input means for which work can be started to input the period information [1] for which each necessary personnel can start work, a dispatch demand information input means to input the dispatch demand information that 3 contains the necessary personnel's employment period at least, and 4 using the above-mentioned dispatch demand information A dispatch staff mortgage means to draw the necessary personnel who searches each necessary personnel's period information for which work can be started that it was beforehand inputted with the period information input means for which work can be started, and corresponds, 5 is a wages processing means to perform the wages to the necessary personnel who drew with the above-mentioned dispatch staff mortgage means based on the information on an employment period that it was inputted with the above-mentioned dispatch demand information input means.

[0008]

[Embodiments of the Invention] Drawing 2 It is the block diagram of the gestalt of

operation of *****. In the gestalt of this operation, the gestalt realized by the computer program performed on the computer used for the general-purpose purpose, such as a personal computer, a workstation, and a general purpose computer, is shown.

[0009] On the computer which consists of a processor, main storage, auxiliary memory, an I/O device, etc., the temporary staffing managerial system of this invention performs a computer program, and is realized. Moreover, main storage, auxiliary memory, etc. of portability type media, such as a floppy disk and CD-ROM, or the alien machine by which network connection was carried out are stored and provided with a computer program. The record medium of this invention corresponds to the above-mentioned portability type medium, main storage, and auxiliary memory.

[0010] The offered computer program is loaded to the main storage of a direct computer from a portability type medium, or is once loaded to auxiliary memory by main storage after a copy or installation from a portability type medium, and is performed. Moreover, when it is stored in other equipments by which network connection was carried out and is provided, it performs from other equipments by being loaded to auxiliary memory by a copy and main storage after reception via a network.

[0011] The gestalt of this operation shows the gestalt of the operating processing system by the computer of the dispatch business which pools the necessary personnel and dispatches the necessary personnel in response to the dispatch request from a company. The company which demands dispatch of the necessary personnel registers the conditions of the required necessary personnel's qualification, and a required dispatch period. On the other hand, about the necessary personnel, it is dispatched per individual, and the period which can start work is registered. Moreover, the necessary personnel who asks for employment enables it to distinguish whether it can respond to the necessary personnel's skill which registers beforehand the qualification held in advance and a company searches for.

[0012] Composition is explained first. 202 is the dispatch demand information DB that the dispatch request from the company which inputted from 201 is stored, and shows composition to drawing 3 . 204 inputs the period of the necessary personnel who asks for employment for which work can be started by 205, stores it as period information DB for which work can be started, and shows the composition to drawing 4 . 203 is the qualification information DB which records and manages the qualification for holding the skill of the necessary personnel who can be dispatched, and shows the composition to drawing 5 .

[0013] 206 is the eligibility staff ID extraction section which extracts ID of the necessary personnel with the qualification specified by the dispatch demand. 208 is the dispatch staff mortgage section drawn in search of the necessary personnel who fulfills the conditions of a dispatch demand, and for whom work can be started from the personnel list (un-illustrating) extracted and stored temporarily in the dispatch demand information DB202, the period information DB for which work can be started, and the eligibility staff ID extraction section of 206. The drawn result is stored in the dispatch management information DB209 developed and constituted in the form which records the service schedule of 1 day by day of a dispatch staff, and an actual result like drawing 6 .

[0014] The dispatch schedule information developed by the above-mentioned dispatch management information DB209 is outputted by the time card schedule Records Department 213, and is passed to a dispatch staff in the form of a time card 217. The form of a time card 217 is shown in drawing 7 . In the actual result correction input section 214, an actual result corrects the dispatch management information DB209 based on the time card 217 in which the actual result of lateness and overtime work was written down, and performs it.

[0015] The sales claim section 211 processes a dispatch work actual result from the dispatch management information DB209 which reflected the time card 217 which took the check of a dispatch place on the day regular for every dispatch place company, and the sales data 215 are published as a bill. Moreover, the wages settlement-of-accounts section 212 outputs the salary data 216 from the actual result data of the dispatch management information DB209 to pay wages to the dispatched necessary personnel at a predetermined payday.

[0016] 207,210 shows the FAX terminal and the FAX I/O section which connect the information for which work can be started, the mortgage information on a dispatch place, etc. among the dispatch staffs who do the whereabouts to a remote place (the dotted-line frame of 220 shows).

[0017] The flow chart of dispatch staff mortgage processing is shown in drawing 8 . Together with explanatory drawing of drawing 7 , operation of dispatch staff mortgage processing is explained from drawing 3 shown in explanation of the composition of above-mentioned drawing 2 . This flow chart explains operation of processing which draws what conditions, such as qualifying requirements and a dispatch period, suit about the registered necessary personnel who wishes to start work about the dispatch demand of one affair. Processing will be similarly advanced repeatedly about the dispatch demand from two or more companies in fact.

[0018] At Step S81, the dispatch demand of relevance is investigating the existence of conditions for whether it is searching the condition [the necessary personnel with qualification]. Drawing 3 is explanatory drawing of the dispatch demand information DB. It is the dispatch place company from which the M&A company, B company, and C company are requesting dispatch in (a), and C company shows that it is already dispatch staff mortgage ending. Here, the dispatch place ID explains [the M&A company of 010012] taking the case of personnel mortgage processing of the dispatch demand information of the necessary personnel who gets English conversation from July 3 to July 10 which is carrying out the dispatch request.

[0019] When either the qualifying requirements 1 of dispatch demand information or the qualifying requirements 2 has specification in drawing 3 , ID of the necessary personnel with the qualifying requirements specified from the list of possession staffs classified by qualification shown in explanatory drawing of the qualification information DB203 on drawing 5 at Step S82 is extracted. When there are no qualifying requirements, the necessary personnel ID is listed to the allocation priority at Step S83 from the period information for which work can be non-mortgage started. These personnel lists were stored temporarily and have taken out at a time one period information corresponding to the necessary personnel ID for which work can be started one by one by the following mortgage processings. Explanatory drawing of the period information DB204 for which work can be started is shown in drawing 4 . The state where the dispatch place is looked for is shown that the necessary personnel [finishing / a mortgage] ID and the staff of 901234 and 105680 can commit C company during the period in drawing 4 (a) from July 1 to September 30, and July 19 to August 28, respectively.

[0020] The necessary personnel ID is taken out from the candidate list of necessary personnel who are satisfied [with Step S84] of the qualifying requirements previously stored temporarily to a priority, and it is checking whether all the candidate staffs listed at Step S85 have been questioned.

[0021] At Step S86, it investigates whether the necessary personnel's period for which work can be started contains the dispatch demand period, i.e., is the demand of the company which asks for dispatch filled?. When not filling, in order to question the next necessary personnel, it returns to Step S84.

[0022] When a period is filled, it writes mortgage ending in the mortgage column of the dispatch demand information DB202 at Step S87. That is, there is skill of the English conversation as which the staff of 901234 is demanded for the necessary personnel ID, and since the period for which work can be started is also satisfied, it means

drawing so that it may dispatch to an M&A company at dispatch demand origin, and is recorded like drawing 3 (b).

[0023] Moreover, as shown in Step S88, "finishing" is supposed about the period which was able to be drawn among the period information for which work can be started, and the amount of non-mortgage carries out additional registration as new period information for which work can be started. That is, it will register noting that the necessary personnel (ID901234) can newly start work from the period July 11 remaining till 9 month ** 30 day finishing [a mortgage] under the condition that he is dispatched to an M&A company from July 3 till ten days and it asks for a dispatch place, as the period information DB for which work can be started is shown in drawing 4 (b).

[0024] When a dispatch staff's mortgage finishes drawing 6 as mentioned above, temporary staffing business shows explanatory drawing of the dispatch management information DB209 employed in order to manage the schedule and actual result of dispatch. Specifically, the necessary personnel ID is form that the schedule of 1 day by day of the dispatch period to the M&A company of the staff of 901234 was developed. The dispatch management information which contains the dispatch place ID and the necessary personnel ID per one day of a dispatch period in Step S89 with the flow chart of drawing 8 is developed.

[0025] A dispatch staff's dispatch place was determined as mentioned above, and the database and the dispatch management information DB209 which manage each staff's dispatch schedule and actual result by the dispatch management DB have been prepared. Although nothing needs to perform the input of an actual result if it is as planned when managing an actual result by this dispatch management information DB209, in fact, it is late, or it works overtime to the office hours of a schedule, and a difference arises. Then, since management of an actual result needed the check of the person in charge of a dispatch place, when a schedule is decided with establishment of the above-mentioned dispatch management information DB209 in this invention, it is carrying out outputting a time card 217 and passing a dispatch staff.

[0026] As shown in drawing 7 , corresponding to the dispatch management information DB209, with the actual result of a service start time and a finish time, a time card 217 can fill in lateness and overtime work time, and can receive the proof of the superintendent of a dispatch place now without delay. The state where the actual result by July 4 was filled in in drawing 7 is shown.

[0027] Only a different portion with the schedule office hours currently recorded on the dispatch management information DB by the actual result correction input section

214 by making into an original slip the time card 217 which received recognition of a dispatch place in sales claim **** defined by the contract with the time of a dispatch period end or a dispatch place inputs correction, and it carries out as the office hours of an actual result. Thus, the input concentrated on one time can be lessened and it can save labor the amount of inputs of the time card for sales processing. Moreover, processing of the salary data 216 based on the wages settlement-of-accounts section 212 can be similarly performed using the same actual result data.

[0028] Although the case of the dispatch business dispatched to the company which pools the necessary personnel who wishes to dispatch for personnel dispatch in explanation of the form of the above-mentioned implementation, and demands dispatch was shown, an effect with the same said of dispatch to the company of the dispatch business of one section in one company, for example, the development staff of a software developer, is expectable.

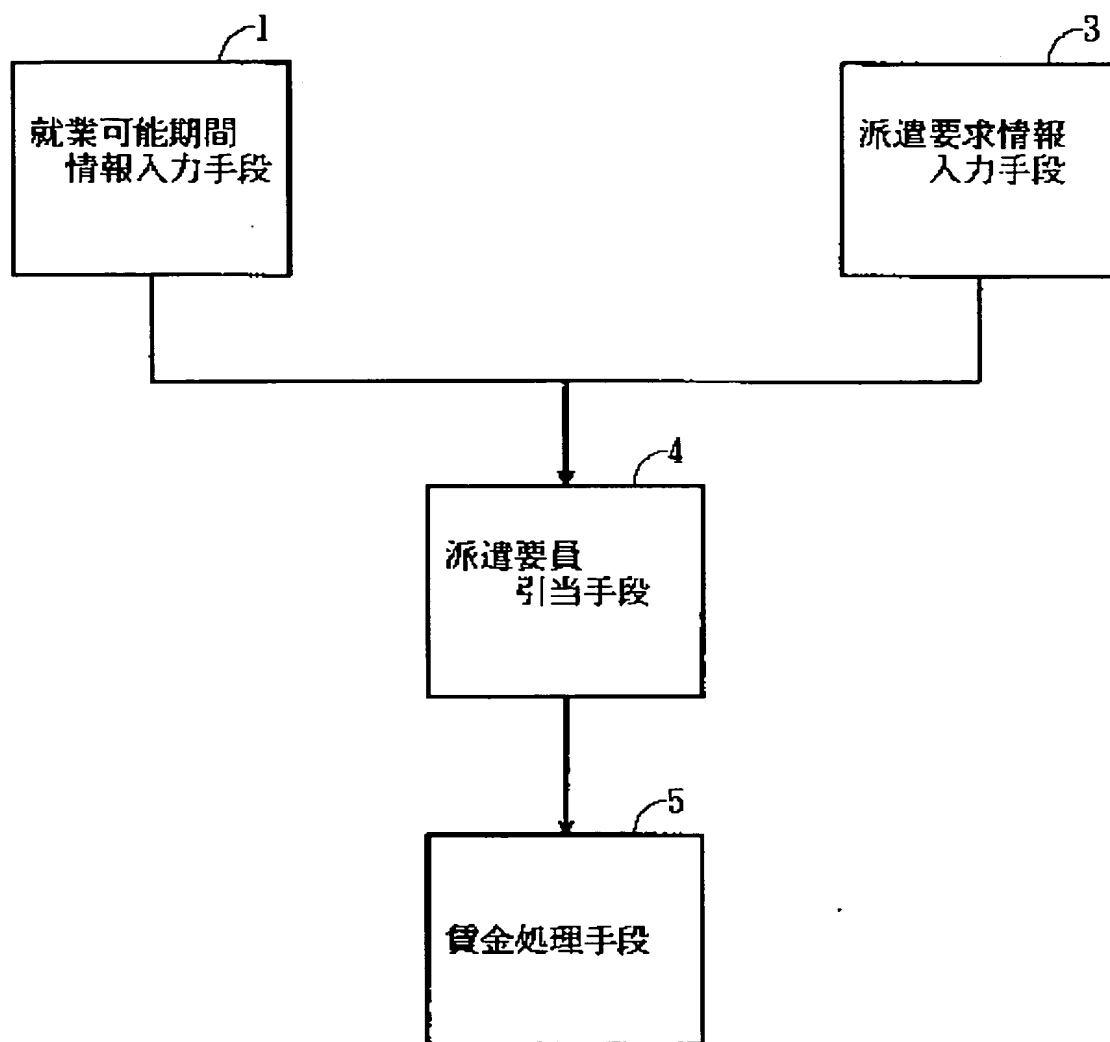
[0029] In order to look for the dispatch place which suited the convenience of those who search for the job of the conditions suitable for the convenience of an individual who explained above with sufficient timing Generally each people use the FAX terminal 207 since the whereabouts was carried out to the section which performs dispatch business at the distant place, as shown in drawing 2 . register one's schedule from a remote place, or By connecting a schedule as explanation was given [above-mentioned], when a dispatch place is found, reservation of the freedom of an individual's action and the chance of opportunity acquisition can be obtained effectively, and an effect can be heightened further.

[0030]

[Effect of the Invention] When required, according to this invention, for reservation of the necessary personnel with skill required for the company which asks for a right man, and the necessary personnel who are dispatched, the industrial effect of effective practical use of talented people or improvement in the productivity of a company is in timely dispatch place reservation and dispatch operating processing reflecting an individual schedule by realization of the increase in efficiency of sales processings, such as decision of a dispatch actual result, etc., so that clearly from the above explanation.

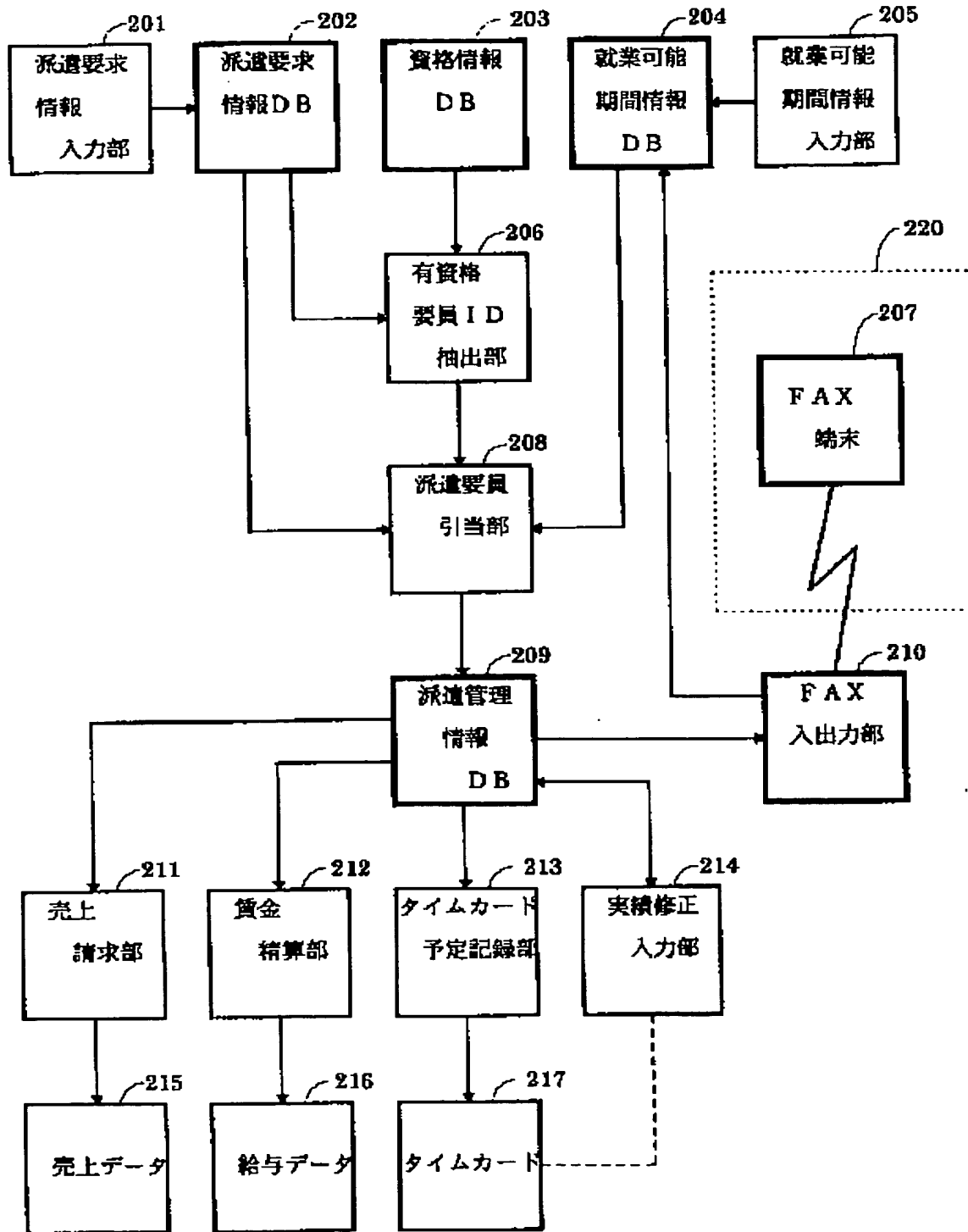
DRAWINGS

[Drawing 1]
本発明の構成図



[Drawing 2]

本発明の実施の形態の構成図



[Drawing 3]
派遣要求情報 D B の説明図

(a)

派遣先 I D	派遣先 会社名	派遣開始日	派遣開始日	資格 条件 1	資格 条件 2	引 当
010012	M&A	1997. 7. 3	1997. 7. 10	英会話		
022009	B 社	1997. 7. 1	1997. 7. 18	添乗員	英会話	
...	C 社	...	...	薬剤師		済
...

(b)

派遣先 I D	派遣先 会社名	派遣開始日	派遣開始日	資格 条件 1	資格 条件 2	引 当
010012	M&A	1997. 7. 3	1997. 7. 10	英会話		済
022009	B 社	1997. 7. 1	1997. 7. 18	添乗員	英会話	
...	C 社	...	...	薬剤師		済
...

[Drawing 4]

就業可能期間情報 D B の説明図

(a)

要員 I D	派遣先 I D	就業 開始可能日	就業 可能最終日	引当
...	C社	...	...	済
901234		1997. 7. 1	1997. 9. 30	
105680		1997. 7. 19	1997. 8. 28	
...	

(b)

要員 I D	派遣先 I D	就業 開始可能日	就業 可能最終日	引当
...	C社	...	...	済
901234	M&A	1997. 7. 3	1997. 7. 10	済
105680		1997. 7. 19	1997. 8. 28	
901234		1997. 7. 11	1997. 9. 30	
...	

[Drawing 5]

資格情報DBの説明図

資格名	資格 コード	要員 ID	取得年月日
英会話	031	901234	1996. 2. 15
英会話	031	200455	1997. 4. 15
オペレータ	012	200455	1991. 2. 10
オペレータ	012	135005	1994. 7. 10
薬剤師	028	105680	1996. 3. 30
添乗員	046	135005	1990. 1. 27
普通自動車	037	901234	1989. 8. 28
普通自動車	037	200455	1990. 5. 11
...

[Drawing 6]

派遣管理情報DBの説明図

要員ID	派遣月日	曜	派遣先ID	遅刻	残業	請求締日	賃金精算日
...
901234	1997. 7. 3	木	010012			1997. 7. 15	1997. 7. 20
901234	1997. 7. 4	金	010012			1997. 7. 15	1997. 7. 20
901234	1997. 7. 5	土	010012	休日		1997. 7. 15	1997. 7. 20
901234	1997. 7. 6	日	010012	休日		1997. 7. 15	1997. 7. 20
901234	1997. 7. 7	月	010012			1997. 7. 15	1997. 7. 20
901234	1997. 7. 8	火	010012			1997. 7. 15	1997. 7. 20
901234	1997. 7. 9	水	010012			1997. 7. 15	1997. 7. 20
901234	1997. 7. 10	木	010012			1997. 7. 15	1997. 7. 20
...

[Drawing 7]

タイムカードの説明図

1997年 7月分 タイムカード

要員名 K (901234)

派遣先 M&A

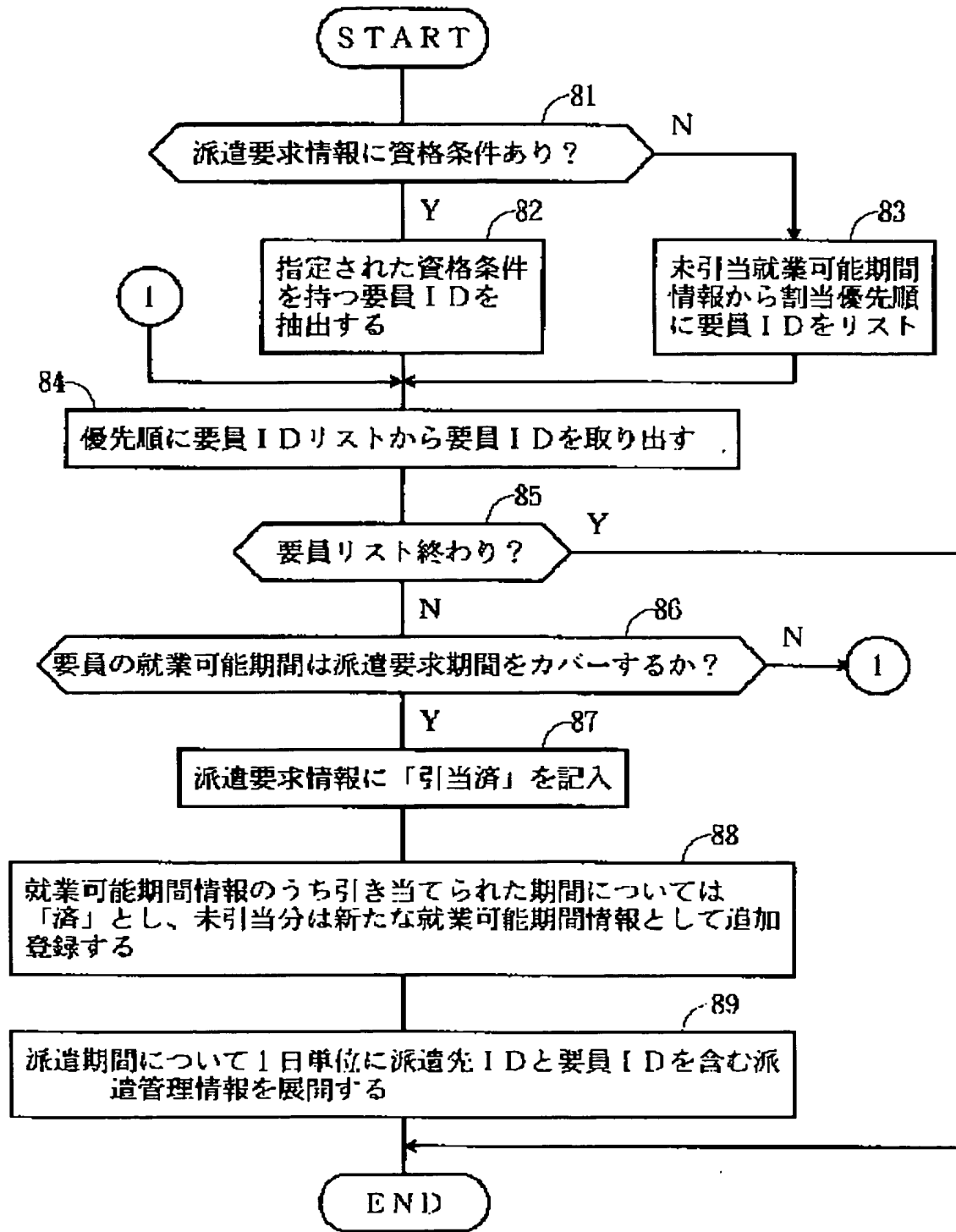
派遣先担当者名 _____

印

派遣月日	開始 予定	終了 予定	開始 実績	終了 実績	遅刻	残業
1997.7.3	09.00	17.00	<u>8.50</u>	<u>18.35</u>		<u>1.30</u>
1997.7.4	09.00	17.00	<u>9.10</u>	<u>17.05</u>	<u>0.10</u>	
1997.7.5	休日	休日				
1997.7.6	休日	休日				
1997.7.7						
1997.7.8						
1997.7.9						
1997.7.10						

[Drawing 8]

派遣要員引当処理のフローチャート



DESCRIPTION OF DRAWINGS

[Brief Description of the Drawings]

[Drawing 1] The block diagram of this invention

[Drawing 2] The block diagram of the gestalt of operation of this invention

[Drawing 3] Explanatory drawing of the dispatch demand information DB

[Drawing 4] Explanatory drawing of the period information DB for which work can be started

[Drawing 5] Explanatory drawing of the qualification information DB

[Drawing 6] Explanatory drawing of the dispatch management information DB

[Drawing 7] Explanatory drawing of a time card

[Drawing 8] The flow chart of dispatch staff mortgage processing

[Description of Notations]

1 Period Information Input Means for which Work Can be Started

3 Dispatch Demand Information Input Means

4 Dispatch Staff Mortgage Means

5 Wages Processing Means
